

EEO Public File Report

KIRO - TV, Seattle, WA

October 1, 2015 – September 30, 2016

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Manager of Coverage & Content	6/6/2015	10/7/2015	Rick Gevers & Associates Employee referral Internal applicant Cox Careers Indeed LinkedIn Glassdoor	1 1 2 1 1 1 1	1
2	Reporter/Anchor	7/18/2014	10/26/2015	Cox Enterprises Website KIROTV.com Internal applicant Talent Dynamics Willinger Talent Agency	2 3 1 1 1	1
3	Account Executive	9/17/2015	11/1/2015	Indeed Employee referral	1 4	1
4	Client Services Representative	10/2/2015	11/25/2015	Indeed LinkedIn Employee referral Other job board - not specified CareerBuilder External referral - Anthony O'Neil	2 2 1 4 1 1	1
5	Executive Producer	10/28/2014	12/8/2015	Talent Dynamics Cox Recruiter - Sharon Roller Agent - Tom Dolan/Dolan Media Management Cox Recruiter - Tanisha Collins Employee referral Internal applicant Google	1 1 1 2 3 1 1	1
6	Writer/Producer	10/16/15	1/6/2016	Cox Careers LinkedIn Indeed Other job board - not specified	1 1 1 2	1
7	Producer	11/30/2015	1/26/2016	Other job board - not specified Internal Applicant	1 2	1
8	Reporter	1/29/2016	2/26/2016	Employee referral Agent - Scott Lauer/Winning Broadcasting Agent - Sandra Richards/The NWT Group	1 1 1	1
9	Maintenance Engineer	7/4/2015	4/7/2016	Society of Broadcast Engineers Other job board - not specified CareerBuilder Beyond Indeed	1 1 1 1 3	1
10	Producer	3/25/2016	5/6/2016	Employee referral Cox Careers Internal Applicant	1 1 1	1
11	Account Executive	7/22/2015	6/15/2016	Employee referral External referral - Beth Cahill LinkedIn Indeed	2 1 1 1	1
12	Photojournalist	6/30/2016	7/11/2016	Employee referral Cox Careers	4 1	1
13	Producer	6/5/2016	7/20/2016	Employee referral	2	1
14	Traffic Anchor	7/9/2016	7/21/2016	Employee referral Agent - Dana Adams, Adams Broadcast Consulting	3 1	1
15	Graphic Designer	7/30/2016	8/3/2016	Employee referral Internal applicant Other networking site - not specified Indeed KIROTV.com	1 1 1 2 1	1
16	Client Services Representative	7/29/2016	8/19/2016	Employee referral Indeed KIROTV.com Other job board - not specified	2 5 1 1	1
17	Sales Associate	8/10/2016	8/24/2016	Indeed	1	1

18	Account Executive	7/25/2016	8/30/2016	Employee referral	3	1
				External referral - Barbara Ross, KING 5	1	
				Time to Hire	1	
				Cox Careers	1	
				Indeed	1	
				Other job board - not specified	1	
* SEE ATTACHED LIST FOR ADDITIONAL SOURCES CONTACTED						

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Information Regarding Recruitment Sources Contacted				
No.	Recruitment Sources contacted for Positions 1 - 18	Contact	Total Interviewed	Entitled to Notification
1	KIROTV.com Website www.kirotv.com 2807 Third Avenue Seattle, WA 98121	Casey McNerthney (206) 728-1357 cmcnerthney@kirotv.com	5	N
2	602 Communications 4349 E. Colter St, Phoenix, AZ 85018	Sandy Lizik (602) 954-8373 slizik@602communications.com	0	N
3	African-American Writers' Alliance 4802 S Mead St, Seattle, WA 98118	Georgia S. McDade (206) 722-0964 gsmcdade@msn.com	0	N
4	American Sportscasters Association Inc 225 Broadway, Suite 2030, New York, NY 10007	Louis Schwartz (212) 227-8080 lschwa8918@aol.com	0	Y
5	Bellevue Community College 3000 Landerholm Circle SE, Bellevue, WA 98007	Teresa McClane (425) 564-5605 tmcclane@bellevuecollege.edu	0	N
6	California Chicano News Media Association 300 S. Grand Ave, Suite 3950, Los Angeles, CA 90071	Julio Moran (213) 437-4408 ccnmainfo@ccnma.org	0	N
7	Central Washington University 400 E 8th St, Ellensburg, WA, 98926	Vicki Sannuto (509) 963-1921 career@cwu.edu	0	N
8	Chinese Information & Service Center 611 S Lane St, Seattle, WA 98104	Stephen Lam (206) 624-5633 stephenl@cisc-seattle.org	0	N
9	Collective Talent 1721 Richardson Place, Tampa, FL 33606	Michael Bille (813) 254-9695 bille@michaelsmedia.com	0	Y
10	Cox Careers Website 6205 Peachtree Dunwoody, Atlanta, GA 30328	https://www.cox.com/aboutus/careers.html	5	N
11	Cox Enterprises Website 6205 Peachtree Dunwoody, Atlanta, GA 30328	https://jobs.coxenterprises.com/	2	N
12	Eastern Washington University Career Services, 114 Showalter Hall, Cheney, WA 99004	Virginia Hinch (509) 359-6365 careers@ewu.edu	0	N
13	Hearing, Speech & Deafness Center 1625 19th Ave, Seattle, WA 98122	Ariele Belo (206) 323-5770 ab@hsc.org	0	N
14	Latter-Day Saints Employment Resource Services 220 S 3rd Place, Renton, WA 98057	Ryan Clair (425) 687-6942 wel-ec-seattle@ldschurch.org	0	N
15	Mediabiz 9306 Harbor Rd, Anderson Island, WA 98303	John Stipe (206) 331-3876 jstipe@mediabizjobs.com	0	N
16	Medialine 1209 Wood Valley Road, Augusta, GA 30909	Rich Everitt (706) 364-7564 rich@medialine.com	0	N
17	National Academy of Television Arts & Sciences (NATAS) NW Chapter PO Box 58530, Seattle, WA 98138	Mike (206) 575-3444 mike@asi-seattle.net	0	N
18	Naval Station Everett 13910 45th Ave NE, Suite 857, Marysville, WA 98271	Jesse P. Bennett (425) 304-3374 jesse.bennett@navy.mil	0	N
19	Naval Station Everett 13910 45th Ave NE, Suite 857, Marysville, WA 98271	Richard Williams (425-304-3724) DSN Richard.b.williams1@navy.mil	0	N
20	National Lesbian and Gay Journalists Association 2120 L Street NW, Suite 850, Washington, DC 20037	Lisa Spencer (202) 588-9888 lspencer@nlgja.org	0	N
21	Northwest Employment 10710 5th Avenue NE, Seattle, WA 98125	Teri Engel (206) 364-8348 northwestemploy@qwest.net	0	N
22	National Press Photographers Association (NPPA) 3200 Croasdaile Dr Suite 306, Durham, NC 27705	Rich Schulman (425) 339-3448 richschulman@comcast.net	0	N
23	Ohio Center for Broadcasting 5330 East Main, Suite 200, Columbus, OH 43213	Terry Wilson (614) 245-0555 twilson@beonair.com	0	Y
24	Pacific Lutheran University Ramstad 112, 12180 Park Avenue S, Tacoma, WA 98447	Kate Schneider (253) 535-8268 schneikw@plu.edu	0	N
25	Pacific Lutheran University Ramstad 112, 12180 Park Avenue S, Tacoma, WA 98447	Joanne Lisosky (253) 535-7778 lisoskjm@plu.edu	0	N
26	Production HUB	Kimberly Fischer (407) 629-4122	0	N

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	801 W Fairbanks Ave, Winter Park, FL 32789	kfischer@productionhub.com		
27	South Asian Journalists Association (SAJA) Columbia Graduate School of Journalism, 2950 Broadway, New York, NY 10027	Sreenath Sreenivasan (212) 854-5979 saja@columbia.edu	0	N
28	Slavka Kolbel 14806 Bothell Way NE #117, Lake Forest Park, WA 98155	Slavka Kolbel (206) 440-8181 slavkakolbel@hotmail.com	0	N
29	South Seattle Community College Work Source RS79, 6000 16th Avenue SW, Seattle, WA 98106	Contact: Karen Lane (206) 764-5304 careercenter@sccd.ctc.edu	0	N
30	TVJobs.com Broadcast Employment Services, PO Box 4116, Oceanside, CA 92052	Mark C. Holloway (760) 754-8177 jobs@tvjobs.com	0	N
31	United Indians of All Tribes Foundation Discovery Park, PO Box 99100, Seattle, WA 98199	Scott Myrene (206) 285-4425 info@unitedindians.com	0	N
32	University of Puget Sound Career and Employment Services, 1500 North Warner #1081, Tacoma, WA 98402	Ron Albertson (253) 879-3337 ces@ups.edu	0	N
33	University of Washington Tacoma 1900 Commerce Street, Box 358410, Tacoma, WA 98402	Mary Christianson (253) 692-4601 marysc@uw.edu	0	N
34	Urban League of Metropolitan Seattle 105 14th Avenue, Seattle, WA 98122	Marilyn Harris (206) 431-3792 info@urbanleague.org	0	N
35	Washington State Association of Broadcasters 724 Columbia St. NW, Suite 310, Olympia, WA 98501	Char Myers (360) 705-0774 wsabjobbank@comcast.net	0	N
36	Washington State Commission on Hispanic Affairs P.O. Box 40924, Olympia, WA 98504-0924	Alicia Luna (360) 753-3159 hispanic@cha.wa.gov	0	N
37	Washington State University Edward R. Murrow School of Communication, PO Box 642520, Pullman, WA 99164	Lisa Laughter (509) 335-3068 communication@wsu.edu	0	N
38	Washington Vocational Services 22316 70th Ave W Suite D, Mountlake Terrace, WA 98043	Janet Bruckshen (425) 774-3338 jbruckshen@wvs.org	0	N
	Additional Sources Contacted for Position #1, 2, 3, 4, 5, 11			
39	Mainstay at Seattle Central Community College 1701 Broadway, 2NP-101, Seattle, WA 98122	Rebecca Jansson (206) 587-3813 rjanss@sccd.ctc.edu	0	N
	Additional Sources Contacted for Position #1, 2, 3, 4, 6, 11			
40	LinkedIn	https://www.linkedin.com/	5	N
	Additional Sources Contacted for Position #1, 2, 5, 7, 10, 15			
41	Internal Applicant		8	N
	Additional Sources Contacted for Position #1, 3, 4, 6, 9, 11, 15, 16, 17, 18			
42	Indeed	http://www.indeed.com/	18	N
	Additional Sources Contacted for Position #1, 3, 4, 5, 8, 10, 11, 12, 13, 14, 15, 16, 18			
43	Referral by KIRO Employee		28	N
	Additional Sources Contacted for Position #1			
44	Rick Gevers & Associates 355 E Ohio St #303, Indianapolis, IN 46204	Rick Gevers (317) 635-7912 http://www.rickgevers.com/	1	N
	Additional Sources Contacted for Position #1, 2			
45	Glassdoor	http://www.glassdoor.com/	1	N
	Additional Sources Contacted for Position #2			
46	Simply Hired	http://www.simplyhired.com/	0	N
47	Willinger Talent Agency 875 Avenue of the Americas, Suite 1601, New York, NY 10001	Gregg Willinger http://www.willigertalent.com/	1	N

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Information Regarding Recruitment Sources Contacted				
	Additional Sources Contacted for Position #2, 5			
48	Talent Dynamics 600 Las Colinas Blvd Suite 100, Irving, TX 75039	Sandra Connell (214) 640-3139 connell@talentdynamics.com	2	N
	Additional Sources Contacted for Position #2, 9			
49	Beyond	http://www.beyond.com	1	N
	Additional Sources Contacted for Position #4			
50	External Referral	Anthony O'Neil, NCC Media	1	N
	Additional Sources Contacted for Position #4, 9			
51	Career Builder	http://www.careerbuilder.com/	2	N
	Additional Sources Contacted for Position #4, 11			
52	Craigslist	http://seattle.craigslist.org/	0	N
	Additional Sources Contacted for Position #4, 6, 7, 9, 16, 18			
53	Other job board - not specified		10	N
	Additional Sources Contacted for Position #5			
54	Dolan Media Management 3 North Court St., Frederick, MD 21701	Tom Dolan (301) 668-1511 dolan@smartrecruit.com	1	N
55	Google https://www.google.com/		1	N
56	Cox Recruiter	Sharon Roller	1	N
57	Cox Recruiter	Tanisha Collins	2	N
	Additional Sources Contacted for Position #6			
58	News Check Media LLC 24 West Lancaster Ave Suite 205, Ardmore, PA 19003	Patty Hersh (610) 410-6003 phersh@newscheckmedia.com	0	N
	Additional Sources Contacted for Position #8			
59	The NWT Group 2110 Elmwood, Bryan, TX 77802	Sandra Richards SandraRichards@NWTgroup.com	1	N
60	Winning Broadcasting http://winningbroadcasting.com/	Scott Lauer (703) 201-9469 Agent@WinningBroadcasting.com	1	N
	Additional Sources Contacted for Position #9			
61	Society of Broadcast Engineers 9102 N Meridian St #150, Indianapolis, IN 46260	(317) 846-9000	1	N
	Additional Sources Contacted for Position #11			
62	Spots N Dots 1635 Old Highway 41 NW, Suite 112-338, Kennesaw, GA 30152	Gene McKay (888) 884-2630 ads@spotsndots.com	0	N
63	External Referral	Beth Cahill, Via Media NW	1	N
	Additional Sources Contacted for Position #14			
64	Adams Broadcast Consulting http://www.adamsconsulting.tv/allabout.html	Dana Adams (707) 938-8362 dana@adamsconsulting.tv	1	N
	Additional Sources Contacted for Position #15			
65	Other networking site - not specified		1	N

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Information Regarding Recruitment Sources Contacted				
	Additional Sources Contacted for Position #18			
66	Time to Hire http://timetohire.com/	Tahshena Woods (888) 447-3001 twoods@timetohire.com	1	N
67	External Referral	Barbara Ross, KING 5	1	N

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Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	11/12/2015	AAJA Seattle Journalist Speed Mentoring Event	The Asian American Journalists Association Seattle chapter is dedicated to promoting diversity in local newsrooms and fair coverage of Asian Americans in the Media. Their programs include college scholarships for aspiring journalists, career development and community outreach to local nonprofit organizations.	KIRO hosted a mentoring event for current and aspiring journalists to meet with top local editors, managers and experienced journalists in the Seattle Area. Attendees brought their business cards and resumes to meet with experienced professionals in journalism. A photographer was also available for professional headshots.	Lisa Blegen, Managing Editor
2	11/23/2015	Station tour for Cable 8 Productions	Cable 8 Productions is a student-run television station at Washington State University	Taylor Winslow and Jill Wiggins gave a station tour to provide students with an overview of the broadcast production process at KIRO. They toured the studio, control room, and newsroom. Several anchors and reporters spoke about the broadcast production process and answered questions. Ignite Director Erin Evans gave an overview of the control room and answered questions.	Taylor Winslow, Digital Sales Coordinator; Jill Wiggins, Director of Community Affairs and Special Projects; Michelle Millman, Anchor; Nick Allard, Meteorologist; Jesse Jones, Consumer Reporter; Jeff Dubois, Reporter; Erin Evans, Ignite Director
3	11/23/2015	Station tour for Washington State University's Association for Women in Communications	The Association for Women in Communications is a professional organization that champions the advancement of women across all communication disciplines.	Taylor Winslow and Jill Wiggins gave a station tour to provide students with an overview of the broadcast production process at KIRO. They toured the studio, control room, and newsroom. Several anchors and reporters spoke about the broadcast production process and answered questions. Ignite Director Marty Medak gave an overview of the control room and answered questions.	Taylor Winslow, Digital Sales Coordinator; Jill Wiggins, Director of Community Affairs and Special Projects; Dave Wagner, Anchor; Monique Ming Laven, Anchor; Siemny Kim, Anchor; Natasha Chen, Reporter; Marty Medak, Ignite Director
4	November 2015 - May 2016	The Murrow Mentoring Project at the Edward R. Murrow College of Communication at Washington State University	The program is intended to leverage the talent, experience, knowledge and professional networks of alumni volunteers to coach Murrow seniors who have demonstrated the discipline and perseverance required to secure a good entry-level job in communication.	Scott Bond was assigned a student in the Edward R. Murrow Communications School who would be graduating in May. During this time he communicated with the student weekly via email and/or phone to discuss their progress on various projects and ultimately work with them on finding a job post-graduation. The purpose of the mentorship is to help the student transition out of college and into a career.	Scott Bond, Local Sales Manager
5	12/3/2015	Civil Treatment for Leaders Training	Full-day training course covering fair treatment of employees, fair hiring practices, and the legal issues in managing people.	Human Resources Manager Sara Shaffer provided training to managers on the importance of creating and maintaining a civil, productive, and inclusive work environment. The training reviewed scenarios and best practices for welcoming concerns, coaching and managing performance, addressing inappropriate behavior, making employment decisions, and modeling the behaviors that ensure an inclusive work environment.	Sara Shaffer, Human Resources Manager; Jessica Lee, Human Resources Coordinator; Brett Birkinbine, Morning Executive Producer; Lisa Blegen, Managing Editor; Greg Harmon, Creative Services Executive Producer; Deborah Adeogba, News Operations Technology Manager; Keith Nealey, Engineering Manager; Jerry Spears, Client Services Manager; James Warner, Manager of Coverage and Content; Jake Milstein, News Director; Don Shaw, Director of Engineering
6	1/13/2016, 1/14/2016, 1/20/2016, 1/25/2016	CMG Performance Management process trainings	The Goals & Performance Management provides a common, enterprise-wide process along with tools and resources that create standards for performance measurement and evaluation at Cox, consistent across all departments, businesses, and divisions.	Human Resources Manager Sara Shaffer and Human Resources Coordinator Jessica Lee held trainings for employees to educate them on the performance cycle and how the Performance Management process connects to CMG strategies. Employees learned how to create SMART (Specific, Measurable, Relevant, and Time-Bound) goals, how to understand Cox's Core Competencies, and how to create development activities to further their careers in broadcast. Employees participated in goal-setting activities in groups. 28 employees participated.	Sara Shaffer, Human Resources Manager; Jessica Lee, Human Resources Coordinator

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7	1/14/2016	43rd Annual Economic Forecast Conference by the Economic Development Council of Seattle and King County	The Economic Development Council is a public-private economic development partnership that works to expand and diversify the economy across King County. The annual Economic Forecast Conference helps business and community leaders translate economic trends into competitive intelligence to successfully plan for the future.	Reporter Essex Porter moderated the Scientific Wellness & the Future of the Connected Economy chat. This year's conference focused on the connectivity of our region's economy, underpinned by legacy industries such as aerospace and maritime and catalyzed by cutting-edge technology and Research & Development.	Essex Porter, Reporter
8	1/20/2016	Tumwater High School Journalism Class	Tumwater High School has approximately 1,135 students in grades 9-12. The school has a monthly newspaper called the Tumwater Talon.	Amber Benson met with Tumwater High School's Journalism class and discussed the current state of journalism and her role at KIRO as a consumer producer. She engaged with them about their learning platform, answered questions about her role and daily activities. She also gave advice and answered questions about becoming a success in broadcasting.	Amber Benson, Consumer Producer
9	1/30/2016	AAJA Seattle 30th Anniversary Lunar New Year Gala	The Asian American Journalists Association Seattle chapter is dedicated to promoting diversity in local newsrooms and fair coverage of Asian Americans in the Media. Their programs include college scholarships for aspiring journalists, career development and community outreach to local nonprofit organizations.	AAJA celebrated three decades of building media diversity. The banquet honored members of the organization and their contributions to keeping the mission of diversity alive. Tickets and silent auction proceeds benefited the chapter and the 30th anniversary fund for mid-career scholarships and stipends. This event was open to the general public.	Ed Carlos, Assignment Manager; Siemmy Kim, Reporter/Anchor; Natasha Chen, Reporter
10	2/1/2016	Medina Elementary 4th Grade Class	Medina Elementary School is a K-5 school in the Bellevue School District	Natasha Chen spoke to two 4th grade classes at Medina Elementary School. The main focus of her visit was to explain how she puts a story together for her job. She walked through a typical day, from editorial meeting to finished product on the air. The students also had their own story pitches ready. They asked Natasha questions, including who were her least and favorite people to interview, when she has to ad lib, and when she has a memorized script.	Natasha Chen, Reporter
11	2/6/2016	6th Annual Girls Unlimited Conference at Redmond City Hall	The City of Redmond's Youth Partnership Advisory Board sponsored its sixth conference for girls interested in learning and sharing how their voice can be heard. The conference was for high school-age girls only.	The theme of the conference was "Speak Up and Be Heard!" and featured local women professionals from Puget Sound Energy, the Washington Supreme Court, Redmond City Council, and KIRO Reporter Alison Grande. Alison spoke about her career at KIRO, how she got the position, and how she uses her voice every day. She was asked questions about how news works and how they decide what stories to cover. They also asked how technology changes have impacted news coverage, and what it takes to get a television story on air.	Alison Grande, Reporter
12	3/10/2016	Station tour for Mount Rainier High School	Mount Rainier High School is a secondary school in Des Moines, WA. It is home to a somewhat ethnically diverse population as the school's number of minorities exceeds Washington state averages. 51.4% of the students currently qualify for free or reduced priced lunch. The visit was arranged by the Mount Rainier High School College & Career Center, which provides college and career-awareness building opportunities, activities, and events that help students gain access to post-secondary opportunities - education, training, or work.	Students from Mount Rainier High School's College and Career Center toured KIRO. After the tour, a panel of KIRO employees answered questions related to their jobs in broadcasting and talked about their education and career path leading up to their current positions.	Michelle Millman, Morning Anchor; Jill Wiggins, Director of Community Affairs and Special Projects; Casey McNeerthney, Digital Executive Producer; Greg Harmon, Creative Services Executive Producer; Jerry Spears, Client Services Manager; Taylor Winslow, Digital Sales Coordinator; Megan Mertz, Producer

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13	3/10/2016	Business 140 Customer Relations class at Seattle Central Community College	Seattle Central Community College offers a comprehensive range of educational programs and opportunities in academic transfer, career preparation, basic studies, and continuing education in an urban environment. They provide a variety of programs, including two bachelor's degrees, 32 associate degrees and 45 professional certificates in 28 fields of studies. There is a substantial international student population served by the International Education Programs department. There are approximately 2,803 international students currently enrolled.	KIRO's Consumer Reporter Jesse Jones visited the Customer Relations class at SCCC. The Customer Relations course develops skills to identify and resolve customer complaints, handle difficult customers, and utilize effective and nonverbal communication methods. Jesse spoke about his experience in broadcasting and discussed how to deal with consumer issues.	Jesse Jones, Consumer Reporter
14	3/19/2016	Washington Journalism Education Association State Conference and Write-Off Competition at Auburn High School	The WJEA supports journalism teachers and advisors in the state of Washington. Hundreds of students and their advisors from all over Washington state compete in write-offs and attend sessions on hot topics in scholastic journalism.	Consumer Reporter Jesse Jones was the keynote speaker at the conference.	Jesse Jones, Consumer Reporter
15	3/30/2016	Washington State University Edward R. Murrow Symposium	The Murrow Symposium is an annual program that acknowledges exceptional achievement in communication, celebrates scholarship, and connects students to industry professionals. Events include workshops and professional coaching sessions.	Several KIRO employees who are WSU alumni spoke during as part of the Meet the Pros workshops, speaking about their professional broadcast experience. Digital Sales Coordinator Taylor Winslow was part of the "Life a Year From Shore" panel, in which recent graduates talked about their professions in broadcast after graduating. Meteorologist Nick Allard spoke on the "How Would Ed Murrow Use Today's News Technology" panel. Local Sales Manager Scott Bond spoke on the "Skip Ad in 5 Seconds" panel.	Nick Allard, Meteorologist; Taylor Winslow, Digital Sales Coordinator; Scott Bond, Local Sales Manager
16	6/2/2016	Northwest Journalists of Color Scholarship Reception	The Northwest Journalists of Color have coordinated scholarships for aspiring journalists for nearly 30 years. The NJC's members belong to the Asian American Journalists Association (AAJA), Seattle Association of Black Journalists (SABJ), National Association of Hispanic Journalists (NAHJ) and the Native American Journalists Association (NAJA). Scholarship winners receive money to pursue careers in journalism and mentoring from a professional journalist.	KIRO-TV hosted the reception at their station. Scholarship winners were given an opportunity to speak about their career aspirations. Many media professionals, including reporter Natasha Chen, were in attendance. Scholarship winners and other aspiring journalists had the opportunity to network and ask questions of media professionals.	Natasha Chen, Reporter
17	June 2016 - September 2016	KIRO-TV Summer Internship Program	Summer internship program for college students.	The intern worked with the digital team to generate content, help with social media efforts and execute plans for the mobile site and wired web. The intern worked part-time and was also part of special event coverage, including Seafair, the Fourth of July at Gas Works Park the Seattle Pride Parade and the Richard Sherman Celebrity Softball Game.	Simone Corbett, Intern; Casey McNeerthney, Digital Executive Producer
18	6/14/2016	Kentwood High School Video Production Class and CONK TV	Kentwood High School serves grades 9-12 and is one of Washington State's largest high schools. CONK TV is Kentwood High School's broadcasting system that is part of their Video Production class.	Alison spoke with Kentwood High School's Video Production Class about her experience as a reporter. The visit was in cooperation with the Renton Fire Department Water Rescue team. Alison had done several stories on how Renton Fire Department is working to reduce teen drownings. After Alison spoke about her job, the students showed videos they made on drowning prevention. Alison and one of the Renton Firefighters critiqued their projects.	Alison Grande, Reporter
19	6/24/2016	100 Best Companies to Work For Awards	Seattle Business magazine honored its 100 Best Companies to Work For at an awards dinner at the Washington State Convention Center. The winners, hailing from cities all across the state of Washington, were chosen based on extensive confidential surveys completed by employees.	Anchor Steve Raible was the master of ceremonies. He also talked with attendees about his experience in broadcasting and working at KIRO 7.	Steve Raible, Anchor

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20	7/6/2016	Seafair Scholarship Program for Women Public Speaking Night	The Seafair Foundation Scholarship Program for Women awards participants with \$750 in scholarship funds. The program showcases each individual's academic abilities, public speaking skills, talents, and community service. Participants are also paired with respected local female professionals in a mentorship program.	Candidates for the scholarship program competed in public speaking. Jesse Jones was the emcee of the event and interacted with students, answering questions about his experience in broadcasting.	Jesse Jones, Consumer Reporter
21	9/27-9/28/2016	Diversity Inclusion Training	Training conducted by outside subject matter experts with the goal to increase awareness and generate thought provoking discussions regarding ways to drive business results through Diversity and Inclusion.	Four 4-hour trainings were held for a total of 39 employees and managers.	Trish Thorne, SuccessPartners.Biz